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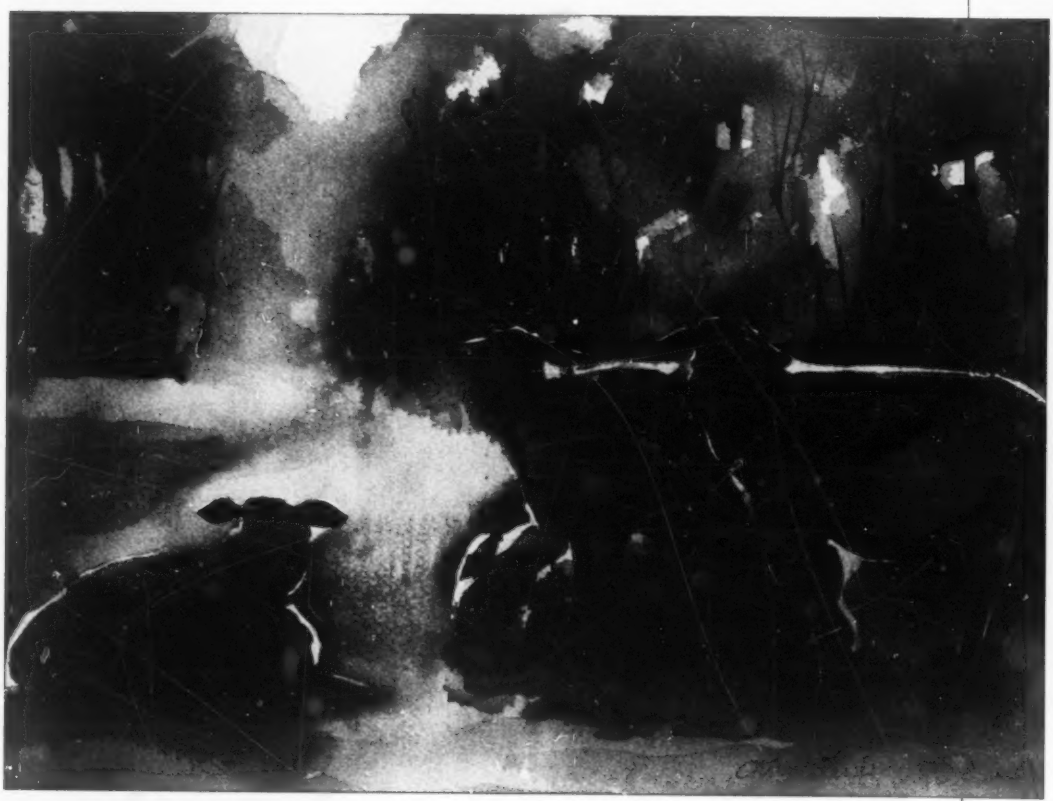

The Group

Lynn Ferris

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About the cover

The Group, a 12″ × 16″ watercolor, was painted by Lynn Ferris, wife of Dr. Richard Ferris, an equine practitioner. A former racehorse trainer, Mrs. Ferris is currently employed as an interior designer and lives in Columbia, Maryland.

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BPA

Employment of 1991 male and female graduates of US veterinary medical colleges

On the basis of the 1991 AVMA survey of 1,318 graduates of US veterinary medical colleges, it was estimated that 75% of the graduates accepted positions as private practice employees at a mean annual salary of $27,829, an increase of 5% from 1990.[1] This report describes in greater detail the employment choices of 1991 male and female veterinary medical college graduates.

Type of Employment

Of the 1,318 graduates responding to the 1991 AVMA survey, 56% were women and 44% were men. Excluding graduates entering advance study programs (graduate degrees, internships, or residencies), 76% of the women received one or more offers of employment, compared with 90% of the men (Table 1).

Regarding graduates who had accepted employment (69%), 96% of the women and 99% of the men would work full time. Of the 23 responding graduates indicating part-time employment, 17 were women.

The distribution of female and male graduates was determined according to type of full-time employment (Table 2). Approximately 72% of female graduates accepting full-time employment took positions as employees in private practice. This compares with 81% of male graduates. Twenty-two percent of the women, compared with 12% of the men, began advanced study programs.

*Table 1—Employment offers to male and female veterinary medical college graduates, 1991**

	Male (n = 514)	Female (n = 617)	Total (n = 1,131)
Received ≥1 offer (%)	90	76	82
Received no offers (%)	10	24	18

*Excludes graduates entering advanced study programs.

Table 2—Employment of male and female veterinary medical college graduates, 1991

	Male (n = 398)	Female (n = 389)
Large animal exclusive (%)	3.3	1.0
Large animal predominant (%)	15.3	4.1
Mixed animal (%)	17.6	8.7
Small animal predominant (%)	9.0	11.1
Small animal exclusive (%)	30.2	43.4
Equine predominant (%)	5.8	3.6
University (research, teaching) (%)	1.8	0.2
Federal government (%)		0.5
Military service (%)	1.8	0.5
State/local government (%)		
Industry/commercial business (%)	0.5	0.3
Advanced study (%)	12.1	22.1
Self employed (%)	1.8	1.0
Other employment (%)	1.0	2.8

Table 3—Fringe Benefits received by male and female full-time employed graduates, 1991

	Male (n = 398)	Female (n = 389)	Total (n = 787)
Life insurance (%)	28	20	23
Medical/hospital plan (%)	65	66	65
Dental plan (%)	13	13	13
Pension plan (%)	12	8	10
Profit sharing plan (%)	18	14	16
Disability insurance (%)	34	32	33
Liability insurance (%)	68	63	66
Association dues (%)	51	51	51
Continuing education (%)	70	68	69
Annual vacation leave (%)	78	79	78
Sick leave (%)	45	49	47
Housing/apartment (%)	7	5	6

Starting Salaries

Graduates were asked to report their starting salary (on an annual basis) for full-time employment. The mean female graduate's starting salary as a private practice employee was $27,231, up 5.2% from 1990.[2] (Fig 1). The mean male graduate's starting salary as a private practice employee was $28,060, up 3.6% from 1990.

Prepared by J. Karl Wise, PhD, Director, AVMA Center for Information Management

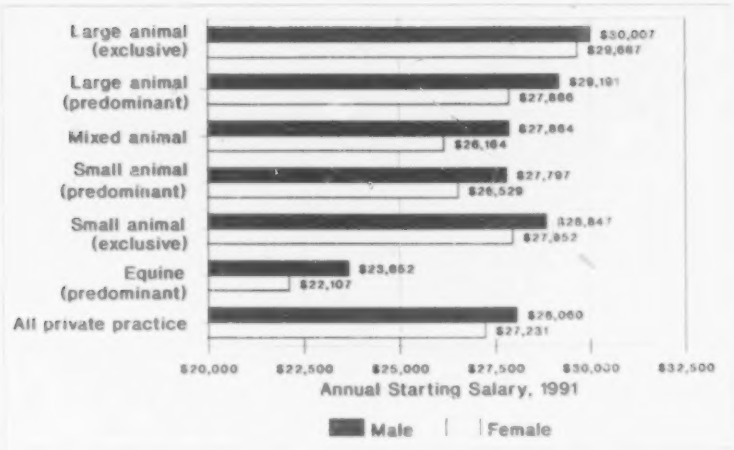

Figure 1—Mean starting salary by type of practice for male and female veterinary medical college graduates, 1991.

Table 4—Personal characteristics of male and female veterinary medical college graduates, 1991.

	Male	Female	Total
Average age (years)	27.4	27.6	27.5
Marital status			
Single (%)	59	66	63
Married (%)	39	30	34
Divorced (%)	2	4	3
Graduates with children (%)	13	5	8

The 1991 mean starting salary for females was $829 (3%) less than the 1991 mean starting salary for males.

The survey did not secure information on each graduate's responsibilities or hours worked in the new job. Thus, it is not possible to draw conclusions from these survey data about reasons associated with varying salary levels between male and female graduates.

Fringe Benefits

All graduates were asked to indicate which of 12 fringe benefits would be provided by their new employer. Of male and female graduates who accepted full-time employment, the percentage receiving each of the fringe benefits is in Table 3. The percentages of men and women receiving fringe benefits were similar. Approximately 65% of women and men would be covered by a medical hospital plan, at least 78% of women and men would receive annual vacation leave, 68% of women and 70% of men would have employer-paid continuing education expenses, and 63% of women and 68% of men would have employer-provided liability insurance.

Graduate Characteristics

Responding graduates provided information on personal characteristics such as age, marital status, and number of children (Table 4). The mean age of females was 27.6 years, and the mean age of males was 27.4 years. Regarding marital status, 66% of female graduates were single, 30% were married, and 4% were divorced. Of the male graduates, 59% were single, 39% were married, and 2% were divorced. About 5% of the women and 13% of the men had one or more children. These characteristics are nearly identical to those reported for 1990 graduates.[2]

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